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ABSTRACT

This booklet presents findings of the fifth survey conducted by the American Association of School Administrators (AASA), which tracked the representation of women and racial minorities in school administration. Data were derived from a survey mailed to chief state school officers across the United States. Responses were received from 49 states and Washington, D.C. Findings indicate that women and racial minorities made slight gains in the superintendency since 1990. However, this increase was the least upward movement when compared with other administrative positions. Women and racial minorities also made modest gains in the assistant superintendency. The highest gains were made in the principalship. Overall, the increases in the representation of women were greater than the increases in the representation of racial minorities in school administration. Finally, representation of racial minorities was highest in those geographic regions where the racial groups are predominant in the population. Six charts, 10 tables, and a list of reporting states are included. (LMI)

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Women and Racial Minority Representation in School Administration

XENIA MONTENEGRO, PH.D.

AMERICAN ASSOCIATION OF SCHOOL ADMINISTRATORS

1993

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Executive Summary

This is the fifth survey by the American Association of School Administrators (AASA) of women and racial minorities in school administration. The survey tracks the representation of women and racial minorities in school administration, particularly superintendents, deputy and assistant superintendents, and principals.

AASA obtained data from chief state school officers or their designated staff in response to a letter and questionnaire sent to them in May 1993. All data were received by July 1993.

Forty-nine states and Washington, D.C., responded to the survey, although not all had information. Some states had partial data, a few had none, and some had complete information.

In the superintendency, women and racial minorities made slight gains, in fact the least increases in representation in comparison to other positions. This is also the one position where representation of women and minorities is lowest (at 7.1 and 3.5 percent, respectively).

Women and racial minorities made modest gains in the assistant superintendency. Representation is 24.3 percent for women and 14.1 percent for racial minorities.

The highest gains for women and racial minorities were in the principalship. Women especially made great strides, while racial minorities reversed the decline experienced since 1984-85. The representation of these groups is higher at the elementary level than at the secondary level. This pattern also holds true in the assistant principal position.

Women representation is remarkably high in other administrative positions besides those mentioned above. Two out of every five persons in other administrative positions are women, while racial minorities lag behind at 8.9 percent of the total.

Representation of racial minorities is highest in those regions where the racial groups are predominant in the population. No definitive pattern was found for women.

INTRODUCTION

This report is the fifth survey to track the representation of women and racial minorities in school administration. The American Association of School Administrators, through its Office of Minority Affairs, conducted the first in a series of surveys in 1981-82, followed by a second survey in 1985. AASA conducted additional surveys in 1988 and 1990. The historical data in each survey report yield invaluable information, and this series is the only known systematic tracking effort of its kind.

Through this publication, AASA continues its commitment and efforts to track the representation of women and . cial minorities in school administration, as well as to raise the level of awareness of the need for greater representation. The survey results fill a need for information that is sought by various women and racial minority organizations, education groups, school systems, individual school administrators, educators, scholars, and others.

The Survey

AASA collected data for the current survey during May and June 1993. The association sent a letter and questionnaire to all chief state school officers, requesting them or their designated staff to provide the latest figures.

Forty-nine states and Washington, D.C., responded to the survey, although they did not all have data to provide. Some had partial data only. Data on the superintendency were more common, especially the numbers of women, while the numbers for other administrative positions were generally less available.

The report also attempts to break down principals into elementary and secondary categories. Finally, assistant principals were added to the survey.

This year, data were analyzed and presented by region in addition to the nationwide totals. Census regions were used to divide the United States into nine areas:

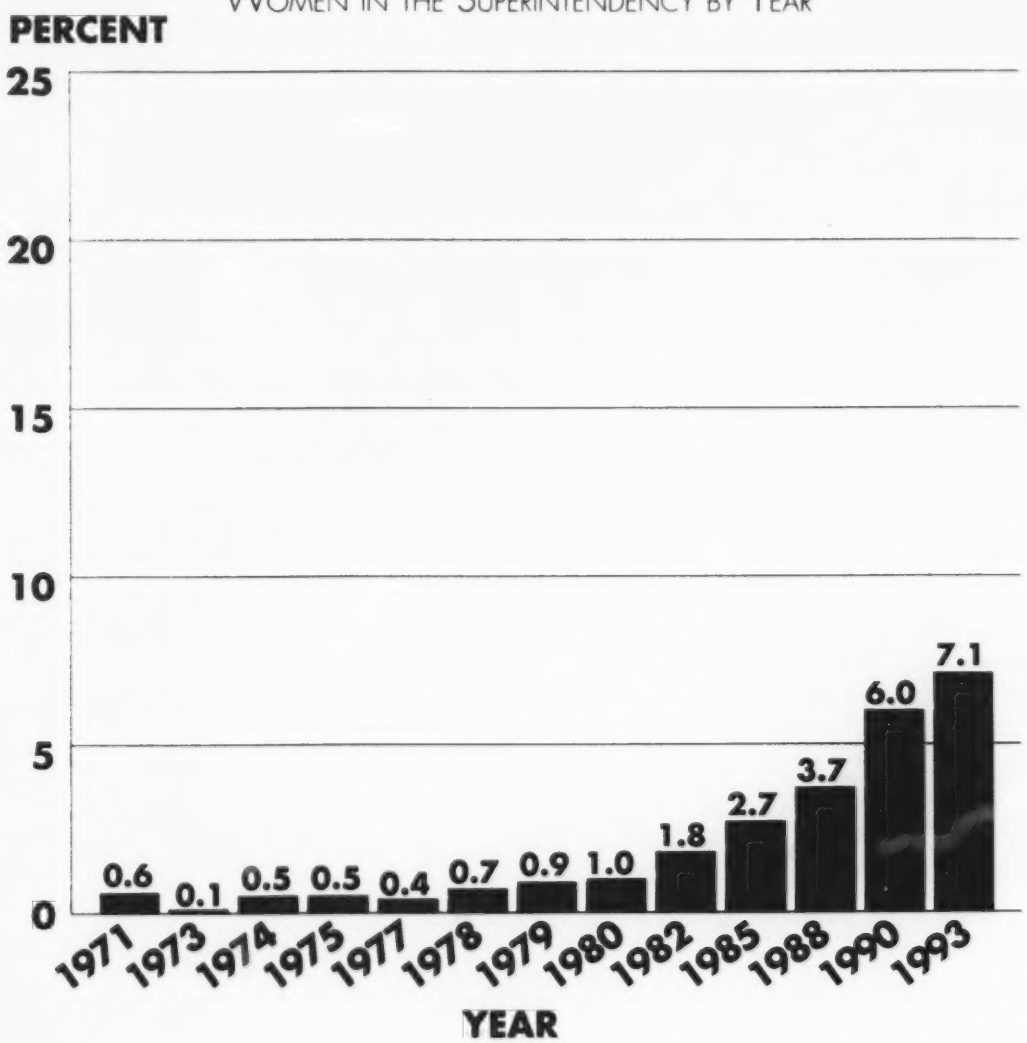
New England:	Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont
Mid-Atlantic:	New Jersey, New York, Pennsylvania
South Atlantic:	Delaware, Washington, D.C., Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, West Virginia
East South Central:	Alabama, Kentucky, Mississippi, Tennessee
West South Central:	Louisiana, Oklahoma, Texas
East North Central:	Indiana, Illinois, Michigan, Ohio, Wisconsin
West North Central:	Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
Mountain:	Arizona, Colorado, Idaho, Montana, Nevada, New Mexico, Utah, Wyoming
Pacific:	Alaska, California, Oregon, Washington, Hawaii

Women in the Superintendency

A total of 47 states and Washington, D.C., reported information on the numbers of women and men superintendents in their jurisdictions. Of the 12,513 superintendents reported, women comprised 7.1 percent.

As can be seen in the figure below, there has been an increase of approximately one percentage point in the representation of women in the superintendency. This increase, although positive, is not as large as the jump of 2.3 percentage points in 1990 from 1988.

Women in the Superintendency by Year



In comparing regions, the New England states reported the highest representation of women in the superintendency, at 14.6 percent. The Pacific region follows with a female representation of 10.6 percent.

Representation of Women Superintendents by Region

Region Reporting	Women (%)	Total Reported
New England	14.6	768
Mid-Atlantic	9.1	1,855
South Atlantic	9.4	583
East South Central	4.5	579
West South Central	6.0	1,547
East North Central	5.3	2,955
West North Central	2.9	2,183
Mountain	9.4	850
Pacific	10.6	1,193
U.S. Total	7.1	12,513

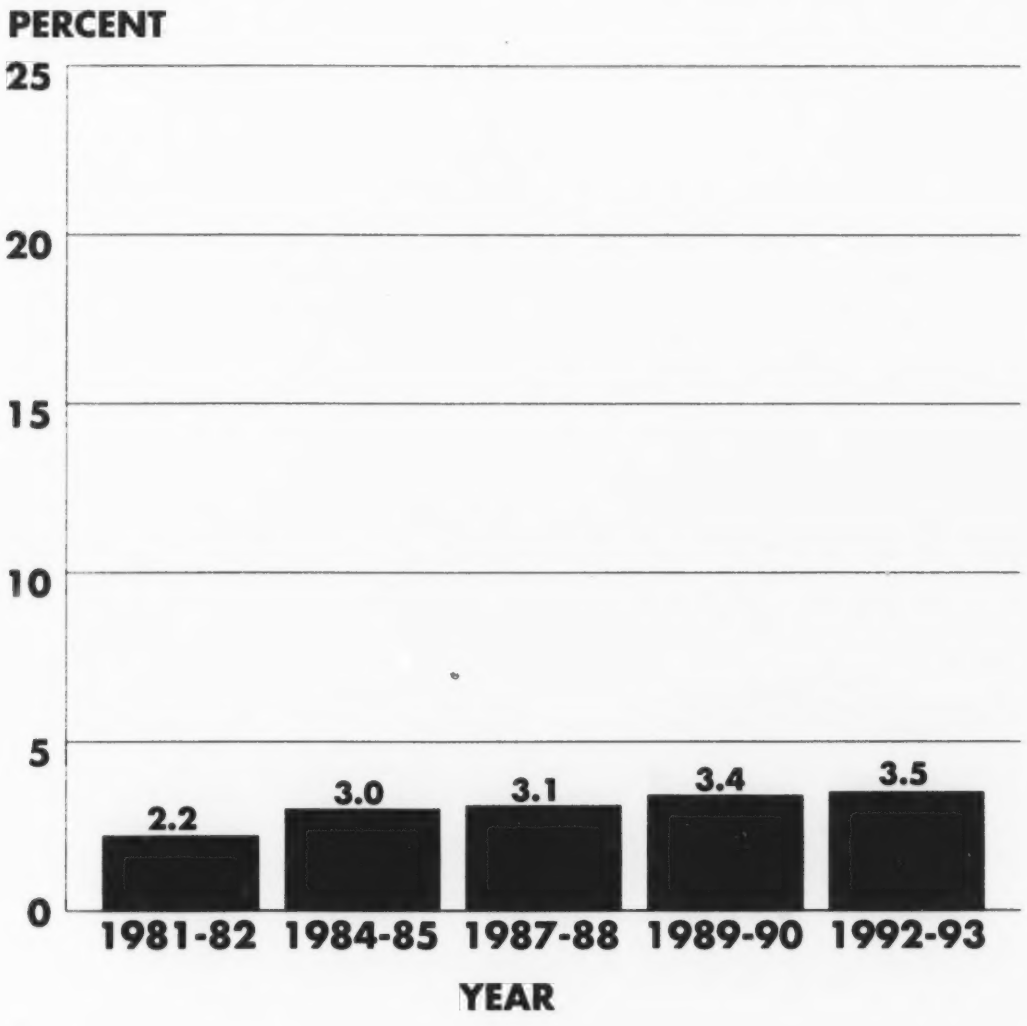
Racial Minorities in the Superintendency

Thirty-seven states and Washington, D.C., reported figures on racial minorities in the superintendency. The racial minorities for which information was requested included American Indian, Asian or Pacific Islander, Black, and Hispanic ethnicity.

The figure below shows a very small increase in racial minorities in the superintendency of one-tenth of one percent from the 1989-90 survey.

By race, 0.1 percent of superintendents reported are Asians or Pacific Islanders, 1.5 percent are Black, 1.5 percent are Hispanic, and 0.5 percent are American Indian.

Racial Minorities in the Superintendency by Year



Regional data show that each racial minority group of educators is most highly represented in areas where persons of the same race are living in greater numbers. Blacks are more highly represented in the South Atlantic and East South Central states. For Asians and Pacific Islanders, the highest representation in the superintendency is in the Pacific. Hispanic and American Indian superintendents are more highly represented in the Mountain States.

REPRESENTATION OF MINORITY SUPERINTENDENTS BY REGION

Region Reporting	Asian/Pacific Islander (%)	Black (%)	Hispanic (%)	American Indian (%)	Total Reported
New England	0.0	1.0	0.0	0.0	293
Mid-Atlantic	0.2	1.7	0.3	0.0	1,080
South Atlantic	0.0	7.2	0.6	0.3	388
East South Central	0.0	7.3	0.0	0.0	579
West South Central	0.1	0.8	3.7	0.9	1,547
East North Central	0.0	1.5	0.0	0.0	2,335
West North Central	0.0	0.5	0.1	0.7	2,041
Mountain	0.1	0.2	6.6	2.1	810
Pacific	0.4	1.0	2.8	0.9	1,193
U.S. Total	0.1	1.5	1.5	0.5	10,266

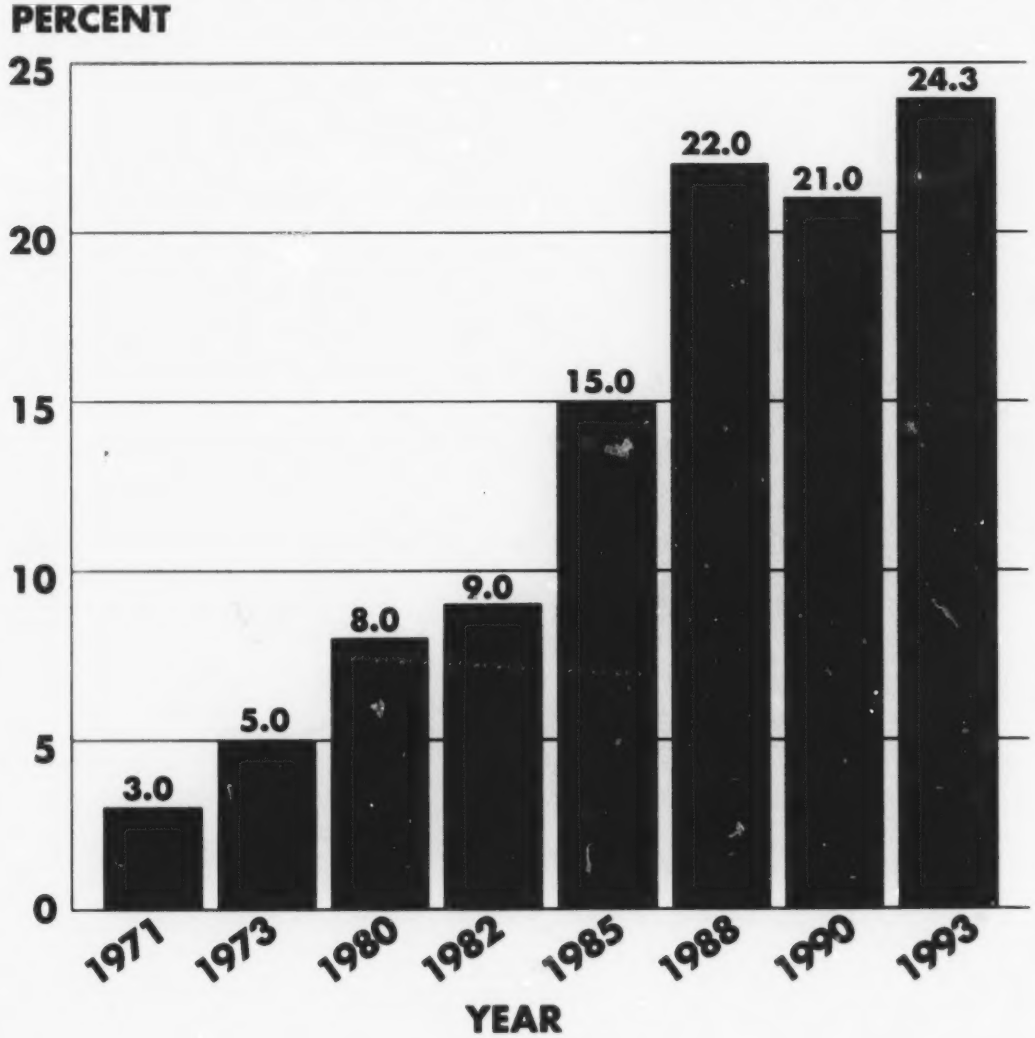
Note: Total for all racial minorities does not equal 3.5 percent because of rounding by racial group.

Women in the Assistant Superintendency

The assistant superintendents include deputy, associate, area, and assistant superintendents who report to a school superintendent. Data from the 41 states and Washington, D.C., provided figures on women representation, for a total of 6,063 deputy/assistant superintendents.

In comparison to 1990, women in the assistant superintendency increased 3.3 percentage points to 24.3 percent. This is encouraging, considering the slight dip experienced between 1988 and 1990.

Women in the Deputy/Assistant Superintendency by Year



On a regional basis, the highest representation of women assistant superintendents is seen in the South Atlantic. The Mid-Atlantic and West South Central states also post a higher than average representation of women in the assistant superintendency.

REPRESENTATION OF WOMEN DEPUTY/ASST. SUPERINTENDENTS BY REGION

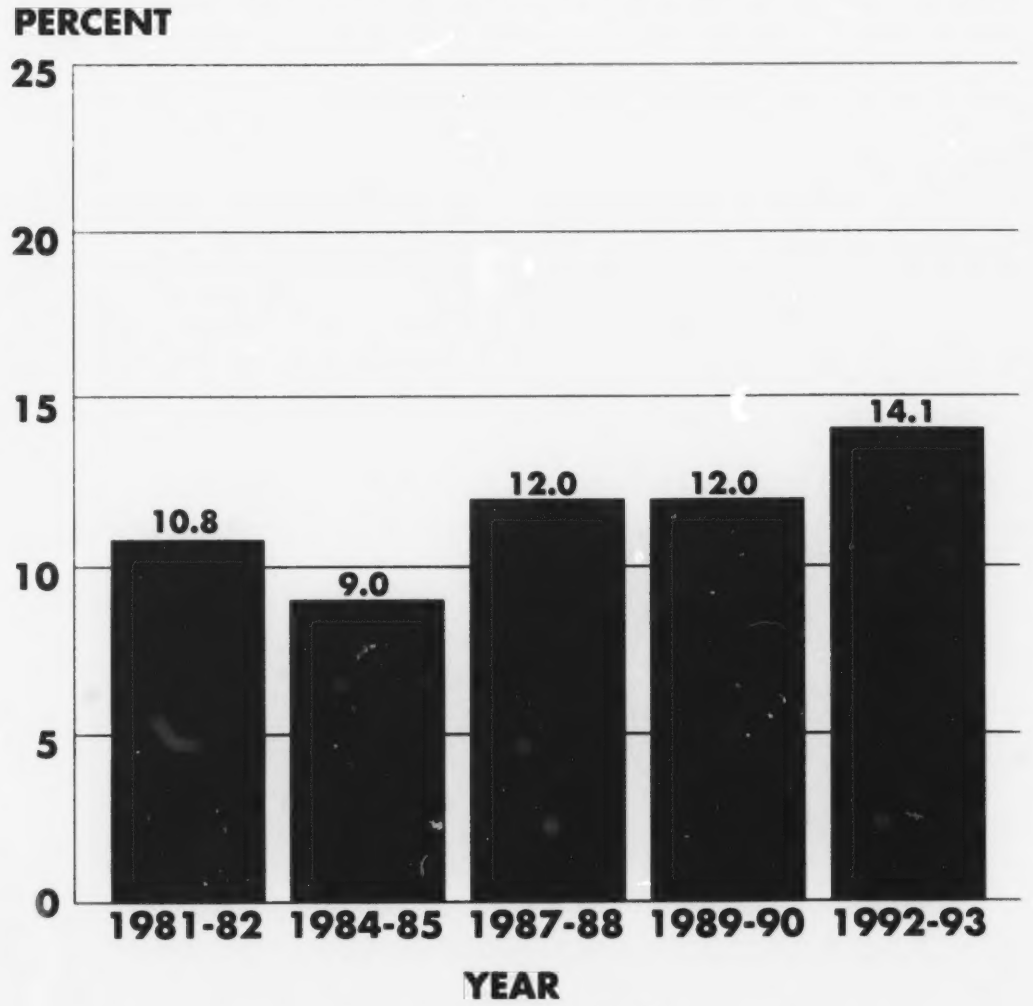
REGION REPORTING	WOMEN (%)	TOTAL REPORTED
NEW ENGLAND	23.4	124
MID-ATLANTIC	26.4	1,597
SOUTH ATLANTIC	28.3	653
EAST SOUTH CENTRAL	18.8	313
WEST SOUTH CENTRAL	26.1	917
EAST NORTH CENTRAL	18.3	931
WEST NORTH CENTRAL	23.1	536
MOUNTAIN	23.7	316
PACIFIC	24.3	676
U.S. TOTAL	24.3	6,063

Racial Minorities in the Assistant Superintendency

Thirty-five states provided racial data for assistant superintendents, totaling 5,140. Of these, 14.1 percent are racial minorities: 8.8 percent Black, 4.3 percent Hispanic, 0.7 percent Asian or Pacific Islander, and 0.3 percent American Indian.

The current figure of 14.1 percent shows an increase over 1989-90. Although this two-percentage-point increase may be considered small, this is an improvement when compared to the previous survey, where no increase was noted after a two-year period.

Racial Minorities in the Deputy/Assistant Superintendency by Year



The South Atlantic and East South Central states led the nation in representation of Black assistant superintendents. Asian or Pacific Islander assistant superintendents are again most predominant in the Pacific region. Hispanic assistant superintendents are highest in representation in the Mountain and West South Central regions, while American Indians are most highly reported in the Mountain region of the country.

REPRESENTATION OF MINORITY DEPUTY/ASST. SUPERINTENDENTS BY REGION

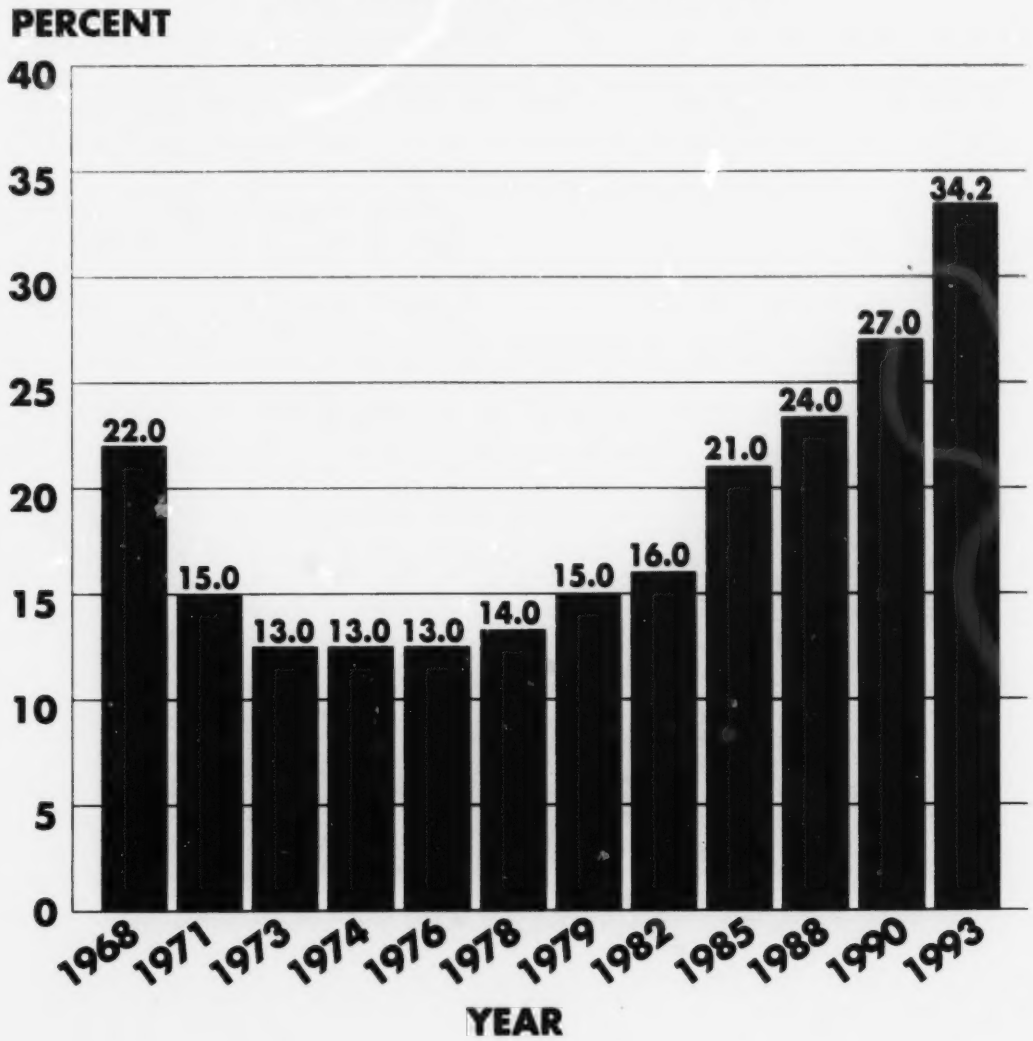
Region Reporting	Asian/Pacific Islander (%)	Black (%)	Hispanic (%)	American Indian (%)	Total Reported
New England	0.0	0.0	0.0	0.0	38
Mid-Atlantic	0.0	5.9	0.7	0.1	885
South Atlantic	0.2	23.9	1.4	0.0	568
East South Central	0.3	17.9	0.0	0.0	313
West South Central	0.1	7.4	11.1	0.3	917
East North Central	0.3	6.4	0.8	0.0	931
West North Central	0.0	9.3	6.9	0.4	528
Mountain	0.3	2.4	12.8	2.1	287
Pacific	4.5	4.3	3.4	0.5	673
U.S. Total	0.7	8.8	4.3	0.3	5,140

Women in the Principalship

Of the 61,539 principals reported in 41 states and Washington, D.C., 34.2 percent are women. This includes elementary, secondary, and other school principals that head both elementary and secondary grades. There is also some overlap between elementary and secondary principals because of differences in classification by the school systems.

As shown in the figure below, a large leap is evident in women's numbers in the principalship from the last time data were obtained in 1990. This is the greatest incremental increase observed since the five-point jump between the AASA surveys in 1982 and 1985.

Women in the Principalship by Year



There is a higher proportion of women in the elementary school principalship (40.7%) than at the secondary level (16.0%). This was noted before but was not systematically tracked in previous surveys.

The West South Central, Pacific, and South Atlantic states led the way in the hiring of women principals. The differences by region are quite significant, as shown in the table below.

Representation of Women Principals by Region

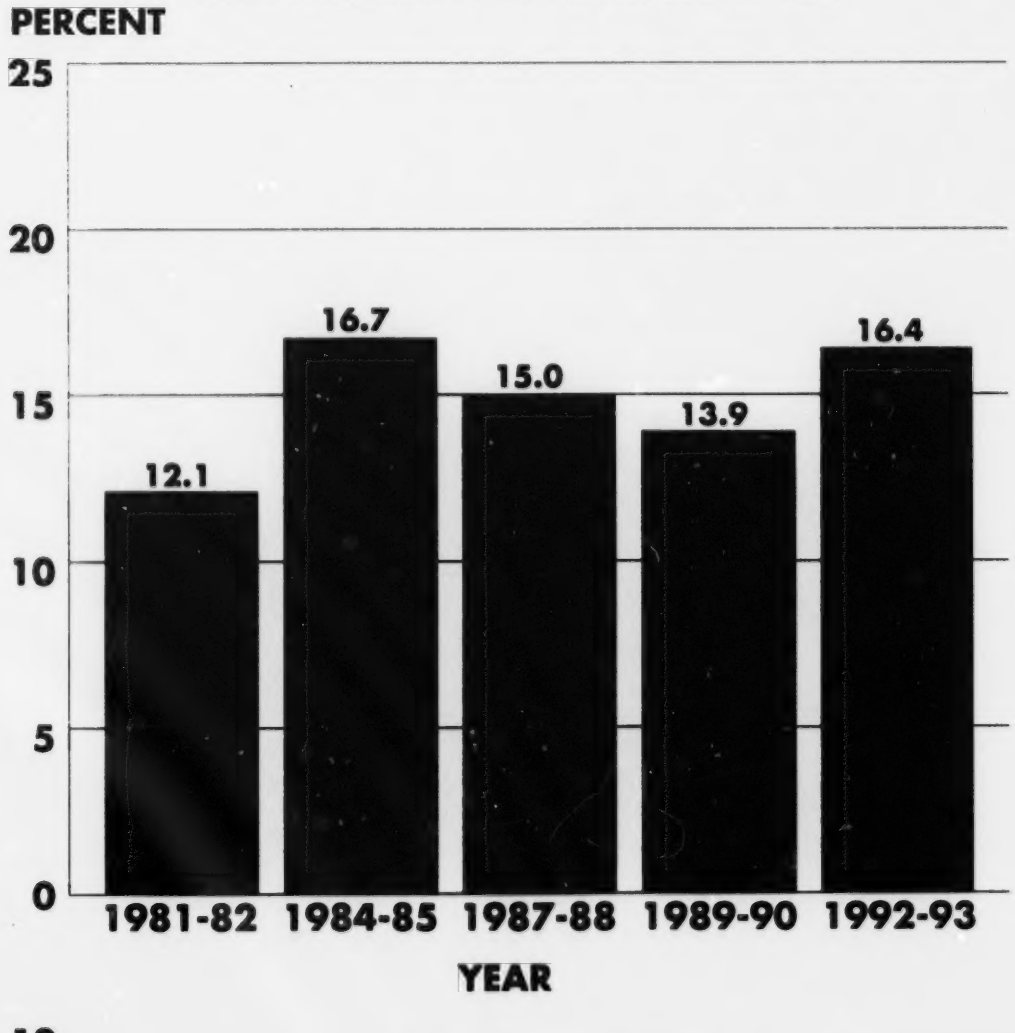
Region Reporting	Women (%)	Total Reported
New England	33.0	1,309
Mid-Atlantic	29.0	8,639
South Atlantic	40.5	7,732
East South Central	30.9	4,371
West South Central	43.1	8,672
East North Central	27.9	9,791
West North Central	25.3	8,025
Mountain	32.4	4,008
Pacific	42.6	8,992
U.S. Total	34.2	61,539

Racial Minorities in the Principalship

Thirty-five states and Washington, D.C., reported racial minority representation among school principals. Based on a total of 55,026 principals nationwide, 16.4 percent were identified as members of a racial minority group. This figure reverses the downward trend from 1987-88 and 1989-90 in the representation of minorities in the principalship. However, it only brings racial minority representation to approximately the same level it was during the 1984-85 school year.

At the elementary level, racial minorities represented 16.4 percent of principals, while representation was 13.2 percent among secondary school principals.

Racial Minorities in the Principalship by Year



The survey showed that 10.3 percent of principals nationwide are Black, 4.9 percent are Hispanic, 0.8 percent are Asians or Pacific Islanders, and 0.4 percent are American Indian.

Again, racial minority participation among principals follows a predictable regional pattern. That is, Blacks are most highly represented in the South Atlantic and East South Central regions. Asians and Pacific Islanders are more predominant in the Pacific region. Hispanics are more likely reported in the Mountain and West South Central regions, while American Indians are most highly represented in the Mountain states.

REPRESENTATION OF MINORITY PRINCIPALS BY REGION

Region Reporting	Asian/Pacific Islander (%)	Black (%)	Hispanic (%)	American Indian (%)	Total Reported
New England	0.0	0.2	0.2	0.0	603
Mid-Atlantic	0.1	10.1	0.9	0.1	4,893
South Atlantic	0.1	22.5	1.4	0.1	6,646
East South Central	0.1	17.5	0.1	0.1	4,356
West South Central	0.1	10.8	15.5	0.6	8,672
East North Central	0.1	9.2	0.7	<0.1	9,788
West North Central	0.1	4.3	0.4	0.6	7,602
Mountain	0.3	2.6	12.1	0.9	3,715
Pacific	4.6	7.1	7.9	0.7	8,949
U.S. Total	0.8	10.3	4.9	0.4	55,026

Women in the Assistant Principalship

Thirty-nine states and Washington, D.C., reported data on women in the assistant principalship. Of 33,234 assistant principals reported nationwide, 40.8 percent are women. Representation in this position was not tracked in previous years.

As shown below, women are most highly represented in the South Atlantic region. The West South Central and Pacific regions also had higher than average representation of women.

Representation of Women Assistant Principals by Region

Region Reporting	Women (%)	Total Reported
New England	33.0	449
Mid-Atlantic	35.2	5,597
South Atlantic	50.0	7,198
East South Central	30.6	2,219
West South Central	47.0	5,520
East North Central	30.3	3,612
West North Central	26.1	1,550
Mountain	37.8	1,596
Pacific	45.2	5,493
U.S. Total	40.8	33,234

Racial Minorities in the Assistant Principalship

Thirty-five states and Washington, D.C., reported data on racial minorities in the assistant principalship. A total of 29,392 assistant principals nationwide were reported, of which 23.6 percent are racial minorities.

Representation of Minority Assistant Principals by Region

Region Reporting	Asian/Pacific Islander (%)	Black (%)	Hispanic (%)	American Indian (%)	Total Reported
New England	0.0	0.0	0.0	0.0	242
Mid-Atlantic	0.1	12.5	2.0	0.0	2,346
South Atlantic	0.1	25.6	1.9	0.1	6,899
East South Central	0.0	23.7	0.0	0.0	2,198
West South Central	0.2	16.6	16.1	0.2	5,520
East North Central	0.2	14.0	1.0	0.0	3,608
West North Central	0.2	9.0	0.6	0.4	1,500
Mountain	0.5	4.5	12.1	1.3	1,595
Pacific	5.4	9.3	9.5	0.8	5,466
U.S. Total	1.1	16.0	6.2	0.3	29,392

For both women and racial minorities, representation is higher at the elementary level than at the secondary level. Among elementary school assistant principals, 56.5 percent are women and 25.9 percent belong to a racial minority group. Among secondary school assistant principals, 30.1 percent are women and 22.1 percent are racial minorities.

Women in other School Administrative Positions

As in previous years, school administrative positions were defined in the survey to include such central office administrators as curriculum directors, personnel directors, supervisors, and similar level administrative officers. The tracking of these positions is more difficult because the positions vary by state and school system. Thus, it should be kept in mind that the figures for this position are very rough and may not necessarily be comparable by state or region, or over time. In fact, this category was not included in the 1989-90 survey.

Based on the results of this survey, women comprised 40.9 percent of the 45,423 other school administrators reported. With the caveat that data may not be comparable, women in other school administrative positions comprised 30 percent of the total reported in 1987-88.

Analyzed regionally, a majority of women were noted in the New England, South Atlantic, East South Central, Mountain, and Pacific regions.

Representation of Other Women Administrators by Region

Region Reporting	Women (%)	Total Reported
New England	52.3	733
Mid-Atlantic	44.3	8,527
South Atlantic	53.1	2,415
East South Central	56.0	3,365
West South Central	42.2	3,233
East North Central	29.0	18,783
West North Central	45.5	2,101
Mountain	56.0	4,376
Pacific	54.4	1,890
U.S. Total	40.9	45,423

Racial Minorities in other School Administrative Positions

Racial minorities comprise 8.9 percent of persons in other school administrative positions nationwide. Blacks comprise 6.1 percent of those in other school administrative positions, and they are more concentrated in the South Atlantic region than in the West South Central and East South Central regions. Hispanics, representing 2.2 percent of the total, are mostly in the Mountain states. Asians and Pacific Islanders, comprising 0.2 percent of the total, are more highly represented in the Pacific region, while American Indians, comprising 0.4 percent of the total, are more highly represented in the Mountain states.

Representation of Other Minority Administrators by Region

Region Reporting	Asian/Pacific Islander (%)	Black (%)	Hispanic (%)	American Indian (%)	Total Reported
New England	0.0	0.0	0.0	0.0	179
Mid-Atlantic	0.2	9.1	1.7	0.0	5,672
South Atlantic	0.0	23.6	4.4	0.1	1,376
East South Central	0.1	12.9	0.1	0.0	3,339
West South Central	0.2	13.6	4.5	0.9	3,233
East North Central	0.0	3.1	0.3	0.0	18,778
West North Central	0.4	3.1	0.2	0.6	1,993
Mountain	0.6	2.2	13.0	2.1	3,971
Pacific	1.8	2.2	1.2	1.1	1,889
U.S. Total	0.2	6.1	2.2	0.4	40,430

Conclusions

The 1993 representation of women and racial minorities in school administration, although remaining low, has increased somewhat from 1990. The increases in some positions have been greater than in others.

Of significance this year is that decreases found in previous years, such as those among women in the assistant superintendency and minorities in the principalship, were reversed. In fact, unlike in previous surveys, there are no declines in representation this year.

Women and racial minorities experienced the least upward movement in the superintendency — where their representation is lowest in the first place. The percentage of women in the principalship increased significantly, however.

Overall, the increases in the representation of women are greater than the increases in the representation of racial minorities. This shows a greater need for higher levels of effort to increase the numbers of racial minorities in school administration; however, current efforts to advance women also should be maintained and increased where possible.

Acknowledgments

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Reporting States

States that Reported Gender Data on Superintendents

Connecticut	Washington, D.C.	Tennessee	Kansas	Montana
Maine	Florida	Louisiana	Minnesota	Nevada
Massachusetts	Georgia	Oklahoma	Missouri	New Mexico
New Hampshire	Maryland	Texas	Nebraska	Utah
Rhode Island	North Carolina	Indiana	North Dakota	Wyoming
Vermont	South Carolina	Illinois	Oregon	California
New Jersey	West Virginia	Michigan	South Dakota	Oregon
New York	Alabama	Ohio	Arizona	Washington
Pennsylvania	Kentucky	Wisconsin	Colorado	Hawaii
Delaware	Mississippi	Iowa	Idaho	

States that Reported Racial/Ethnic Data on Superintendents

Connecticut	Maryland	Texas	Nebraska	Wyoming
Maine	South Carolina	Illinois	North Dakota	California
New Jersey	Alabama	Ohio	Arizona	Oregon
Pennsylvania	Kentucky	Wisconsin	Colorado	Washington
Delaware	Mississippi	Iowa	Idaho	Hawaii
Washington, D.C.	Tennessee	Kansas	Montana	
Florida	Louisiana	Minnesota	Nevada	
Georgia	Oklahoma	Missouri	New Mexico	

States that Reported Gender Data on Assistant Superintendents

Maine	Georgia	Oklahoma	Missouri	Utah
New Hampshire	Maryland	Texas	Nebraska	Wyoming
Vermont	South Carolina	Indiana	North Dakota	California
New Jersey	West Virginia	Illinois	South Dakota	Oregon
New York	Alabama	Ohio	Arizona	Washington
Pennsylvania	Kentucky	Wisconsin	Colorado	Hawaii
Delaware	Mississippi	Iowa	Idaho	
Washington, D.C.	Tennessee	Kansas	Montana	
Florida	Louisiana	Minnesota	New Mexico	

States that Reported Racial/Ethnic Data on Assistant Superintendents

Maine	South Carolina	Washington	Kansas	Idaho
New Jersey	Alabama	Hawaii	Minnesota	Montana
Pennsylvania	Kentucky	Indiana	Missouri	New Mexico
Delaware	Mississippi	Illinois	Nebraska	Wyoming
Florida	Tennessee	Ohio	North Dakota	
Georgia	California	Wisconsin	Arizona	
Maryland	Oregon	Iowa	Colorado	

States That Reported Gender Data on Principals

Maine	Georgia	Oklahoma	Missouri	Wyoming
New Hampshire	Maryland	Texas	Nebraska	California
Vermont	South Carolina	Indiana	North Dakota	Oregon
New Jersey	West Virginia	Illinois	South Dakota	Washington
New York	Alabama	Ohio	Arizona	Hawaii
Pennsylvania	Kentucky	Wisconsin	Colorado	
Delaware	Mississippi	Iowa	Idaho	
Washington, D.C.	Tennessee	Kansas	Montana	
Florida	Louisiana	Minnesota	New Mexico	

States that Reported Racial/Ethnic Data on Principals

Maine	South Carolina	Texas	Minnesota	Montana
New Jersey	Alabama	Indiana	Missouri	New Mexico
Pennsylvania	Kentucky	Illinois	Nebraska	Wyoming
Delaware	Mississippi	Ohio	North Dakota	California
Florida	Tennessee	Wisconsin	Arizona	Oregon
Georgia	Louisiana	Iowa	Colorado	Washington
Maryland	Oklahoma	Kansas	Idaho	Hawaii

States that Reported Gender Data on Total Assistant Principals

Maine	Maryland	Texas	Missouri	New Mexico
New Hampshire	South Carolina	Indiana	Nebraska	Wyoming
New Jersey	Alabama	Illinois	North Dakota	California
New York	Kentucky	Ohio	South Dakota	Oregon
Pennsylvania	Mississippi	Wisconsin	Arizona	Washington
Delaware	Tennessee	Iowa	Colorado	Hawaii
Florida	Louisiana	Kansas	Idaho	
Georgia	Oklahoma	Minnesota	Montana	

States that Reported Racial/Ethnic Data on Total Assistant Principals

Maine	South Carolina	Texas	Minnesota	Montana
New Jersey	Alabama	Indiana	Missouri	New Mexico
Pennsylvania	Kentucky	Illinois	Nebraska	Wyoming
Delaware	Mississippi	Ohio	North Dakota	California
Florida	Tennessee	Wisconsin	Arizona	Oregon
Georgia	Louisiana	Iowa	Colorado	Washington
Maryland	Oklahoma	Kansas	Idaho	Hawaii

States that Reported Gender Data on Other Administrators

Maine	Florida	Tennessee	Minnesota	Idaho
New Hampshire	Maryland	Indiana	Missouri	New Mexico
New Jersey	South Carolina	Illinois	Nebraska	Utah
New York	West Virginia	Ohio	North Dakota	Wyoming
Pennsylvania	Alabama	Wisconsin	South Dakota	Oregon
Delaware	Kentucky	Iowa	Arizona	Washington
Washington, D.C.	Mississippi	Kansas	Colorado	Hawaii

States that Reported Racial/Ethnic Data on Other Administrators

Maine	South Carolina	Illinois	Missouri	New Mexico
New Jersey	Alabama	Ohio	Nebraska	Wyoming
Pennsylvania	Kentucky	Wisconsin	North Dakota	Oregon
Delaware	Mississippi	Iowa	Arizona	Washington
Florida	Tennessee	Kansas	Colorado	Hawaii
Maryland	Indiana	Minnesota	Idaho	

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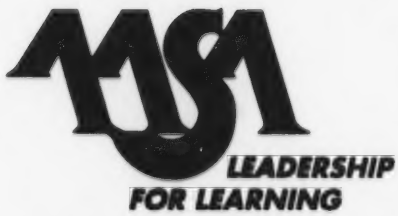

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